

CHAPTER I

INTRODUCTION

1.1. Background of the Apprenticeship

Facing the rapid globalization era, many individuals are forced to think and work harder to make ends meet. This is due to the increasing competition in the world of work, where the increasing number of applicants is not proportional to the number of job vacancies available. This condition is especially hard for students, who annually produce thousands of graduates who must compete for job opportunities.

Apprenticeship is a learning process by knowing directly the true scope of the world of work. Every student is required to go directly into the world of work in their respective fields so that each student is expected to be able to immediately apply the knowledge they have learned previously to the world of work. Apart from that, with apprenticeship students can increase their knowledge, skills and experience at work which can later be applied in the real world of work. To do apprenticeship, students must

Seeing this phenomenon, every student needs to prepare themselves carefully before being declared graduated so that they are ready to face challenges in finding a better job. Mastery of Hard Skills is one of the main requirements to be able to enter the world of work, because technical skills are needed by companies. However, having Hard Skills is not enough; Soft Skills abilities such as communication, teamwork, and time management are also very important to deal with various situations in the dynamic world of work. Therefore, the development of Hard Skills and Soft Skills during the lecture period is the main key and the best way to achieve success and be able to compete healthily in the midst of the tight competition in the world of work today.

Politeknik Negeri Bengkalis is the only State Polytechnic in Riau Province. Bengkalis State Polytechnic is a university that produces experts from State Universities in Bengkalis Regency with a Diploma 3 education level with the title

of Associate Expert and Diploma 4 with the title of Applied Bachelor. Bengkalis State Polytechnic has a Study Program consisting of two levels of education, namely Diploma 3 and Diploma 4, for the Diploma 3 Study Program consisting of Marine Engineering, Mechanical Engineering, Electronic Engineering, Civil Engineering, Informatics Engineering, Business English, Civil Engineering, Nautical, and Commercial Shipping Management. While the Diploma 4 Study Program consists of Production and Maintenance Mechanical Engineering, Industrial Electrical Engineering, Road and Bridge Design Engineering, Software Engineering, International Business Administration, Digital Business, and Public Financial Accounting.

Politeknik Negeri Bengkalis has the responsibility of improving the quality of human resources, especially in producing students who are competent and ready to compete in the world of work. One of the steps taken is to require students to take part in the Practical Work program. This program provides an opportunity for students to gain direct experience in the industrial world or agencies that are relevant to their majors. Practical Work is a form of learning that combines the theory obtained in lectures with real work practices, so that students can develop skills and obtain qualifications needed by the world of work. The program includes various levels of internships, ranging from entry level to supervisory and managerial levels, which are directly mentored by professionals in their fields. The duration of the internship is adjusted to the level of skills and abilities of the participants, so that the experience gained can be maximized.

The author chose PT Pacific Indopalm Industries Dumai as the location for Practical Work because this company has relevant management activities in accordance with the material that has been studied during lectures. During the practical work activities, the author was placed in the HSE (Health, Safety, And Environment) department, which provided an opportunity to understand more about the administrative and training processes in the work environment. This activity took place from February 3 to June 21, 2025. Through the implementation of this Practical Work, the author hopes to add insight, improve understanding of

the implementation of professional duties, and equip himself with real experience that is useful as a preparation for facing the world of work in the future.

1.2. Purpose of the Apprenticeship

To achieve the expected results, it is necessary to know the objectives of practical work, which are as follows:

1. To find out the job description of HES Management at PT Pacific Indopalm Industries.
2. To find out the work system and work procedures of the HES (Health, Safety, And Environment) division at PT Pacific Indopalm Industries.
3. To find out the place and time of Apprenticeship implementation.
4. To know the kind and description of work activities at PT Pacific Indopalm Industries.
5. To find out the obstacles in the implementation of apprenticeship and determine solutions to overcome obstacles in the implementation of apprenticeship at PT Pacific Indopalm Industries Dumai.

1.3. Significances of the Apprenticeship

Field Apprenticeship carried out are very beneficial for several parties such as students, companies, and Bengkalis State Polytechnic. Based on the Purpose and Benefits of Field Apprenticeship, it is hoped that it can provide important information for several parties:

1. Significances for Student

The benefits of apprenticeship for students are as follows:

- a. Students get the opportunity to apply theoretical/consep knowledge acquired during lecturers at the real working world.
- b. Students get Apprenticeship applying theoretical in accordance with their study program.
- c. Students have the opportunities to be able to analyze problems related to science that are applied in work in accordance with their study

program.

2. Significances for State Polytechnic of Bengkalis

The benefits of apprenticeship for State Polytechnic of Bengkalis are :

- a. Can strengthen cooperation and socialization between State Polytechnic of Bengkalis and Government agencies or companies where Practical Work is carried out.
- b. Can improve the competence of graduates of the Bengkalis State Polytechnic.

3. Significances for the Company

The benefits of apprenticeship activities for company are as follows:

- a. The establishment of cooperation between the world of education and certain companies or agencies.
- b. Companies get help from students who do apprenticeship